

# Hours Not Worked Public Health & Wellness



KPI Owner: Tammy Anderson

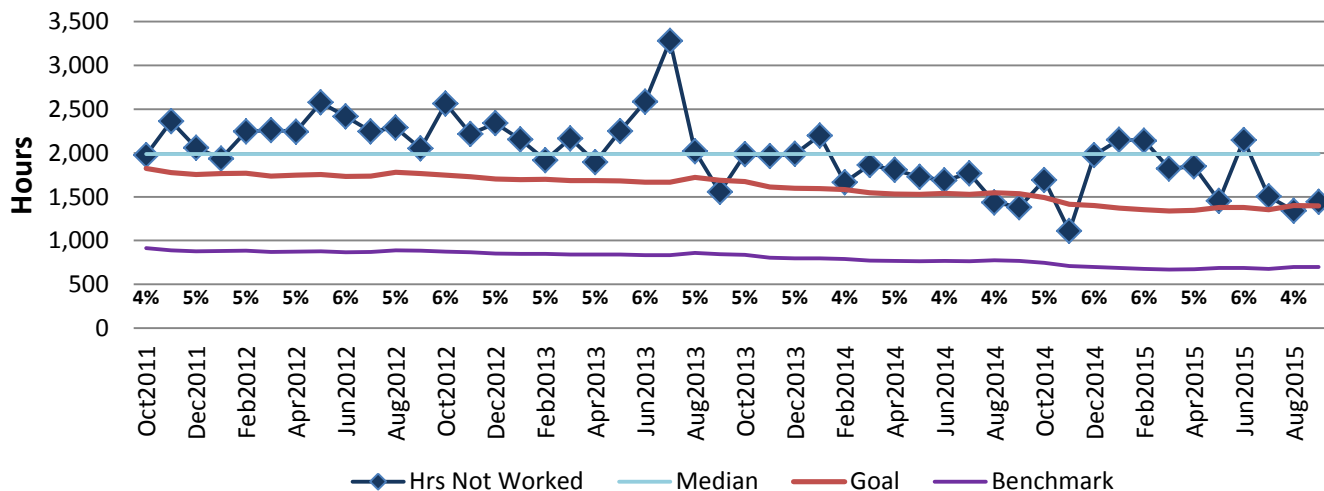
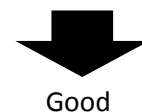
Process: Time and Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY12 monthly average rate of 4.5%	Data Source: Payable Time PeopleSoft	Select Plan-Do-Check-Act Step
Goal: Reduce hours not worked to 4% of the total hours earned in a month by June 30, 2015.	Goal Source: Scope Summary	Measurement Method: Total # of hrs per month employees were not at work performing normal job functions (excludes vacations & holidays), rate calculated by dividing by total standard hours
Benchmark: Local Government rate of 2%	Benchmark Source: Bureau Labor Statistics	Why Measure: Better understand culture impact on employee attendance
		Next Improvement Step: Ensure policies are being applied and enforced

## How Are We Doing?

Oct2014-Sep2015 12 Month Goal	Oct2014-Sep2015 12 Month Actual		Sep2015 Goal	Sep2015 Actual	
<b>16,618</b>	<b>20,631</b>		<b>1,396</b>	<b>1,443</b>	
Hours	Hours		Hours	Hours	

## Hours Not Worked



## Oct2014-Sep2015 Pareto Analysis

